

The proposed period of performance is July 2011-July 2012.

#### **Continuation of the Goddard Civility Collaborative**

The focus of the Goddard Civility Collaborative is to actively promote respectful behavior as we engage our colleagues in word and deed. Respectful engagement is a key ingredient for success in accomplishing NASA's mission with a diverse, multi-talented workforce.

The Civility Collaborative is a series of round the table conversations that create a safe space to consider the significance and practice of civility in our everyday lives. The Collaborative uses a learning cafe approach that provides a respectful foundation for learning, reflection, and action. We explore how we can consistently and consciously be more aware of our words and deeds, for the betterment of ourselves and others. The Collaborative has roots in the Goddard Mission Space to Grow Creative Learning Group (CLG) community launched in 2000 by Joan Wangler.

#### **Civility Collaborative Objectives:**

- Develop resources for confronting uncivil behavior
- Collaborate with other directorates intent upon boosting morale and well-being
- Build a deeply respectful foundation for everyday conversations and actions that matter most to Goddard employees
- Provide the foundation for world cafes held at Goddard
- Continue moving civility into other strategic initiatives
- Identify and raise awareness of civil behavior
- Enhance verbal and non-verbal signals that promote civility
- Collaborate with Dr. Forni, author of *Choosing Civility*, and other prominent authors
- Partner with the Howard County Civility Initiative
- Plant seeds for increased civility across the Goddard community building One Civil Goddard

### **The Civility Collaborative Scope**

- Continue to work with the Collaborative to expand the Civility Initiative at Goddard
- Provide individual and group coaching to Collaborative members
- Sponsor a series of "samplers" to deepen learning and application. Attendance is open to other Goddard employee
- Increase awareness of how civility complements diversity, leadership development, and human capital efforts
- Feature pertinent resources on the civility website
- Identify and support facilitators/topics to deepen learning
- Act as a resource for Goddard employees who are interested in world cafes
- Recommend books and articles for learning and action

### **Cost for Civility Collaborative**

Duration- 12 months

Cost will cover 24 collaborative sessions @ 2,000 per session for \$48,000 (guest facilitators will be invited to work with the group for specific topics). Materials for the collaborative include books, assessments, handouts, and other resources for \$2,000. The cost for the Civility Collaborative would be \$50,000.



**Respond with Respect: Choose Civility**